



**DEVELOP AND MAINTAIN OCCUPATIONAL STANDARDS IN AZERBAIJAN  
A PRACTICAL HANDBOOK FOR STAKEHOLDERS**

## Why Occupational Standards?



1. **Define relevant skills for modern workforce**
2. **Occupational standards describe competences.**  
**Competent workers act and do not only follow orders**
3. **People need to demonstrate that they are competent**
4. **Diversification means Azerbaijan needs new occupations and skills. The labour market changes – people need to keep up to date**
5. **Replace obsolete standards from old classifier of occupations and job titles out of date.**

Occupational standards are at the start of  
many processes

## Application of standards in companies according ETF evaluation

### Occupational standards are used for



- **Job descriptions**
- **Vacancies**
- **Performance assessment**
- **Training**
- **Companies often develop own standards inspired by occupational standards**
- **Sector Committees – a stronger role for the private sector and social partners**
- **Companies want more use of occupational standards in education sector**



## Application of standards in education and training



Occupational standards used to define competences

Competence based education , learners must be more active to develop competences

Learning in VET schools + in companies + on line

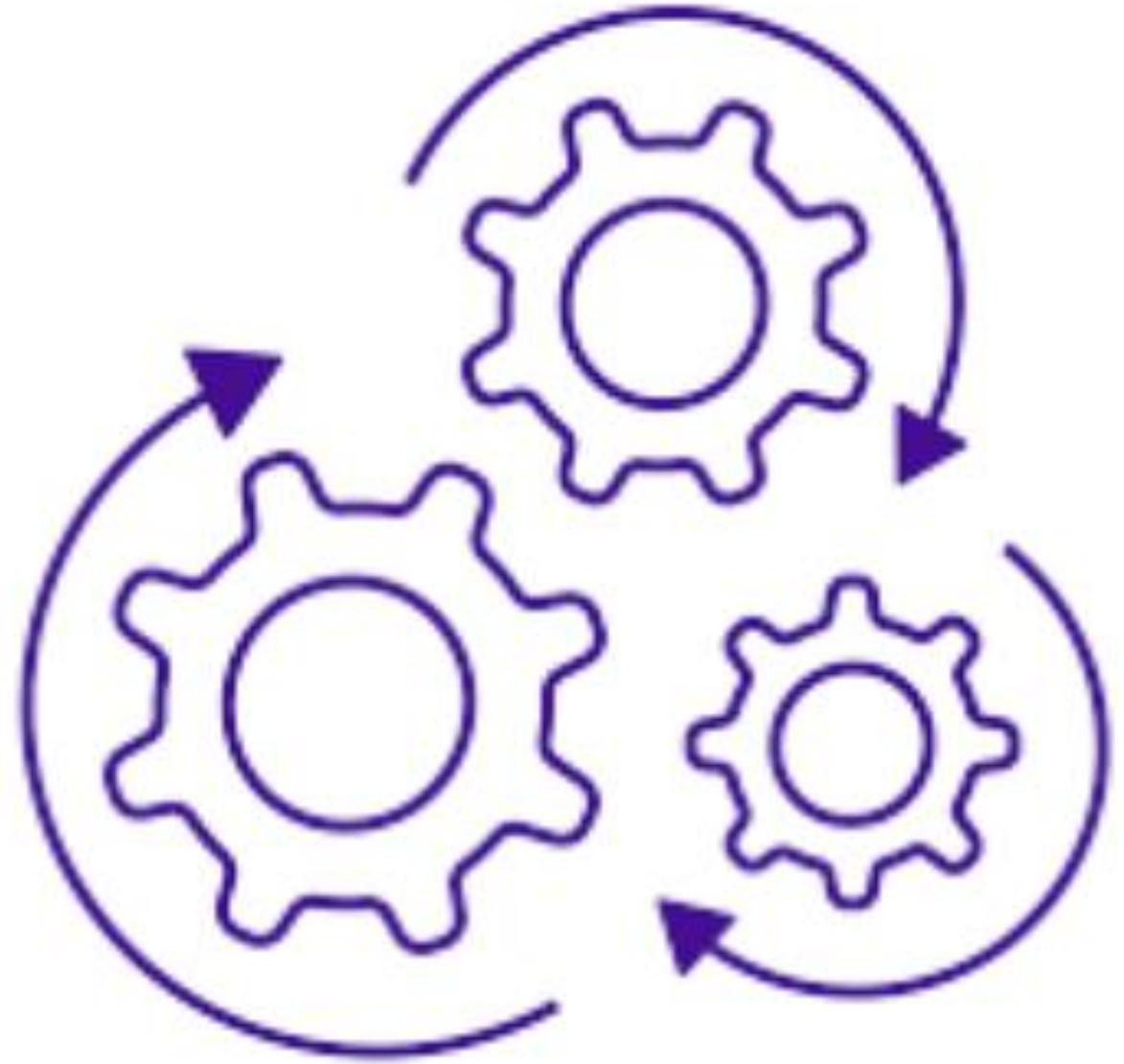
Occupational standards are used to develop modular training programmes

Occupational standards can be used to develop different types of qualifications

NQF promotes the use of occupational standards for labour market oriented qualifications and curricula from level 3-7



A new work flow  
for developing  
and maintaining  
standards



**Stronger role for  
representatives from  
economic sectors and line  
ministries**

**Having a pool of experts to  
support the process**

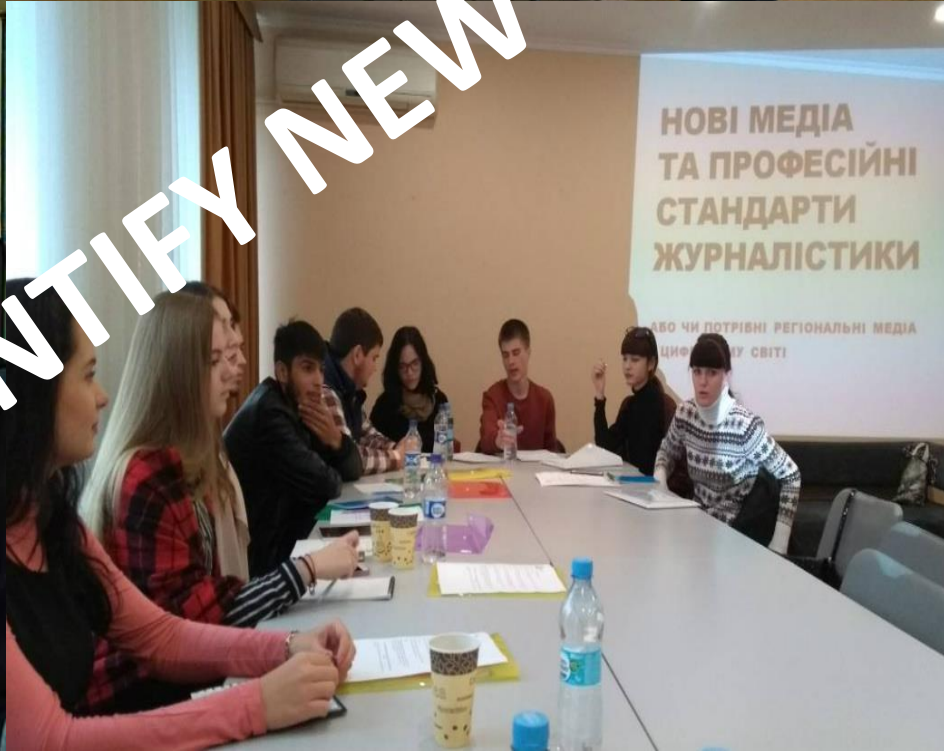
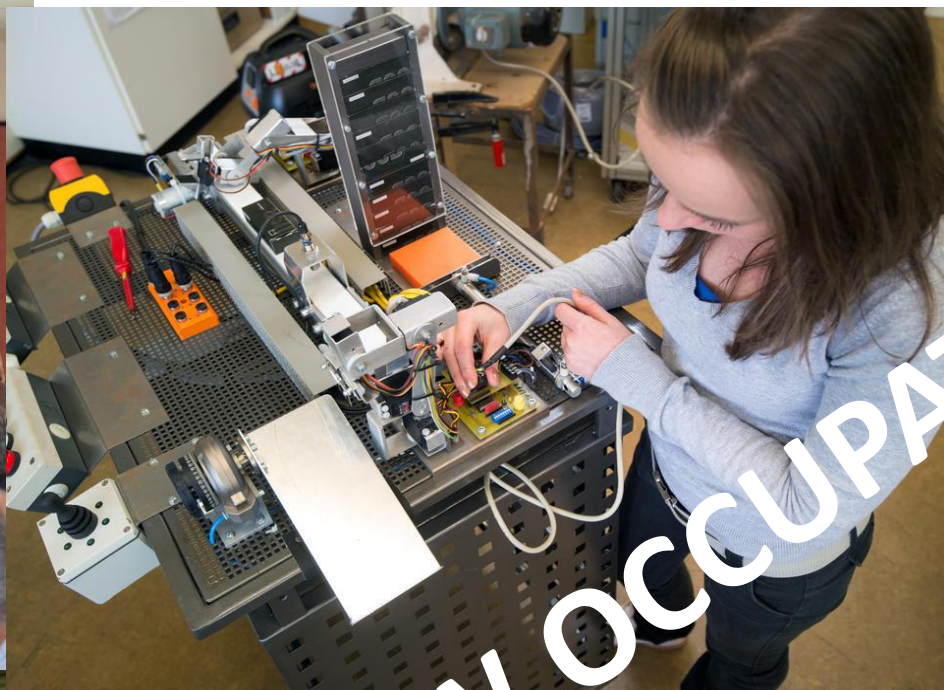
**More standards developed in  
parallel**

**More new standards**

**Comparing approaches with  
Turkey and Estonia**











ASSESSING COMPETENCES



## Objectives

Understand new workflow and role of institutions, stakeholders and experts

Test, discuss and improve the handbook for stakeholders

Learn from each other and from colleagues in Turkey and Estonia

## Expectations

Start a productive and participative process for developing and maintaining occupational standards

Stakeholders and institutions are motivated to engage